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EARNINGS IN THE MACHINERY INDUSTRIES, MID-1966.

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RESULTS OF A MID-1966 NATIONWIDE SURVEY BY THE BUREAU OF LABOR STATISTICS SHOWED THAT THE EARNINGS OF PRODUCTION AND RELATED NONELECTRICAL MACHINERY WORKERS IN 21 LARGE OCCUPATIONAL AREAS VARIED BY OCCUPATION, SIZE OF ESTABLISHMENT, AND COMMUNITY, INDUSTRY, LABOR-MANAGEMENT CONTRACT STATUS, AND LOCATION. THE AVERAGE HOURLY WAGE WAS $2.84. HIGHER WAGES WERE PAID IN METROPOLITAN AREAS, IN LARGE ESTABLISHMENTS, IN CERTAIN REGIONS OF THE COUNTRY WHERE LABOR UNION CONTRACTS EXISTED IN LARGER COMPANIES, AND IN COMPANIES PRODUCING ENGINES AND TURBINES OR FARM MACHINERY. TOOL AND DIE MAKERS GENERALLY HAD THE HIGHEST AVERAGE HOURLY EARNING AND JANITORS, PORTERS, AND CLEANERS THE LOWEST. A 3.9 PERCENT HOURLY WAGE INCREASE IN 1965-66 WAS SUBSTANTIALLY HIGHER THAN THE INCREASES IN ANY OF THE 5 PRECEDING YEARS. INCREASES WERE HIGHEST IN HOUSTON, 5.9 PERCENT, AND MINNEAPOLIS-ST. PAUL, 5.2 PERCENT, AND WERE GREATER FOR TOOL AND DIE MAKERS THAN FOR MATERIAL-HANDLING LABORERS. APPROXIMATELY ONE-SIXTH OF THE WORKERS WERE UNDER INCENTIVE WAGE SYSTEMS, AND MOST HAD WORK SCHEDULES OF 40 HOURS PER WEEK, PAID HOLIDAYS OF 6 TO 9 DAYS ANNUALLY, AND LIFE, HOSPITALIZATION AND SURGICAL INSURANCE PAID FOR, AT LEAST IN PART BY EMPLOYERS. REGISTERED APPRENTICESHIP PROGRAMS COVERED ONE-THIRD OF THE WORKERS. THIS ARTICLE IS PUBLISHED IN THE "MONTHLY LABOR REVIEW," AUGUST 1967. (JM)

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Earnings in the Machinery Industries, Mid-1966

STRAIGHT-TIME EARNINGS of production and related workers in nonelectrical machinery manufacturing establishments averaged $2.84 an hour in mid-1966, according to a recent BLS study. This was the Bureau's first nationwide survey of these industries in 20 years. Ninety-two percent of the more than 1,171,000 workers covered by the survey [1] were men; they averaged $2.89 an hour, compared with $2.27 for women.

Individual earnings were widely dispersed; in an earnings array, the middle half of the workers fell between $2.40 and $3.25 an hour. Earnings varied by occupation, size of establishment and community, industry, labor-management contract status, and location.

Data were tabulated separately for 21 large areas covered by the Bureau's machinery surveys during the past several years and whose combined employment accounted for two-fifths of the production workers within scope of the current survey. Earnings in these areas as a group averaged 3.9 percent higher in June–July 1966 than in April–June 1965.

Two-thirds of the workers were in establishments with labor-management contracts covering a majority of their production and related workers. Regionally, the proportions ranged from about four-fifths in the Middle West to three-tenths in the Southeast. The Auto Workers, Machinists, and Steel Workers were the major unions in the group of industries surveyed.

A large majority of the workers were in establishments providing paid holidays, paid vacations, at least part of the cost of various health and insurance benefits, and premium pay for work on late shifts.

Earnings in Mid-1966

Nationwide, workers in metropolitan areas averaged $2.91 an hour, compared with $2.58 for workers in the smaller communities. (See table 1.) This general relationship prevailed in each of the major regions; however, the difference was much greater in the Middle West than in the other regions for which comparisons could be made.[2] Average hourly earnings of production and related workers in the 21 selected areas studied separately ranged from $3.36 in Detroit to $2.23 in Dallas.[3]

Earnings in establishments having labor-management agreements that covered a majority of their workers averaged $2.96 an hour—38 cents more than in plants not having such agreements. Although this general wage relationship was consistent among the regions, the difference in favor of workers in union plants was considerably greater in the Great Lakes, Middle West, and Pacific regions than in the New England and Middle Atlantic regions. Earnings tended to be higher in large establishments than in small ones. These comparisons, of course, do not isolate the influence of each characteristic as a determinant of wages, for example, union plants accounted for 85 percent of the production workers in plants having 500 employees or more, for 63 percent in plants with 100 to 499 employees, and 29 percent in smaller plants, nor do they take into account differences in the types of products manufactured.

Average hourly earnings of production workers in the eight industry groups studied separately

[1] The survey covered establishments classified in industry group 35 as defined in the 1957 edition of the Standard Industrial Classification Manual and the 1963 supplement (U.S. Bureau of the Budget). Omitted from the survey were (1) establishments employing fewer than eight workers and primarily engaged in manufacturing special dies and tools, die sets, jigs, and fixtures, machine tool accessories, and measuring devices, and (2) other nonelectrical machinery establishments employing fewer than 20 workers.

A more comprehensive account of the survey will be presented in a forthcoming bulletin. Separate releases providing detailed information on wages and establishment practices for workers in the large areas studied separately, and a preliminary release providing national and regional data, are available upon request as long as the supply lasts.

Earnings information developed by this study excludes premium pay for overtime and for work on weekends, holidays, and late shifts, and, thus, is not comparable with the gross average hourly earnings published in the Bureau's monthly hours and earnings series. The forthcoming bulletin will contain an explanation of the differences between the earnings and employment estimates in this study and those in the monthly series.

[2] For definition of regions, see footnote 2, table 1.

[3] Other areas studied separately were Baltimore (average hourly earnings, $2.73), Boston ($2.62), Buffalo ($2.89), Chicago ($2.86), Cleveland ($3.05), Denver ($2.64), Hartford ($2.75), Houston ($2.76), Los Angeles–Long Beach and Anaheim–Santa Ana–Garden Grove ($2.83), Milwaukee ($3.08), Minneapolis–St. Paul ($2.75), Newark and Jersey City ($2.90), New York ($2.70), Philadelphia ($2.79), Pittsburgh ($3.01), Portland, Oregon, and Washington ($3.26), St. Louis ($3.00), San Francisco–Oakland ($3.32), and Worcester ($2.74). The term "area" refers to Standard Metropolitan Statistical Area (SMSA) as defined by the U.S. Bureau of the Budget through March 1965, except Hartford (Hartford and New Britain SMSA's and Bristol), Newark and Jersey City and Los Angeles–Long Beach and Anaheim–Santa Ana–Garden Grove (combination of 2 SMA's), and Worcester (Worcester SMSA, except Northbridge).

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ranged from $3.04 in establishments manufacturing engines and turbines to $2.59 in plants producing service industry machines. The regional distribution of employment in the various industry groups varied substantially.

Individual earnings ranged from less than $1.50 to more than $4 an hour within each of the five regions and eight industry groups. Among the many factors contributing to this wage dispersion are the multiplicity of metalworking processes and occupations involved, geographic dispersion of employment in these industries, use of production incentives in some plants, and interplant differences in the role of collective bargaining in determination of pay rates.

Among the occupational categories studied separately, tool and diemakers generally had the highest average hourly earnings (table 2). Among workers producing or maintaining tools and dies used by the establishment in which they were employed (i.e., other than jobbing), average earnings ranged from $3.83 an hour in plants manufacturing engines and turbines to $3.34 in those producing special industry machines, and were $3.50 or more in each of the other industry groups for which data are published. Averages for tool and diemakers producing tools and dies for sale were $3.76 in the metalworking machinery industry group and $3.38 in those manufacturing special industry machinery, the only industry groups for which averages could be presented for this job. Janitors, porters, and cleaners were generally the lowest paid. Their hourly earnings ranged from $2.52 in plants primarily producing engines and turbines to $2.05 in the special industry machinery group. Among the jobs for which data could be published in each industry group, occupational averages were usually highest in plants producing engines and turbines or farm machinery and equipment, and lowest in those manufacturing special or service industry machines. Earnings of individual workers in the same job, area, and industry were frequently widely dispersed. For example, earnings of class A grinding-machine op-

TABLE 1. NUMBER AND AVERAGE STRAIGHT-TIME HOURLY EARNINGS [1] OF PRODUCTION AND RELATED WORKERS IN NONELECTRICAL MACHINERY MANUFACTURING ESTABLISHMENTS, BY SELECTED CHARACTERISTICS AND INDUSTRY GROUP, UNITED STATES AND SELECTED REGIONS,[2] MID-1966

Characteristic	United States [3]		New England		Middle Atlantic		Great Lakes		Middle West		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
ALL INDUSTRY GROUPS [4]												
All workers	1,171,278	$2.84	116,021	$2.69	215,425	$2.80	564,426	$2.98	67,449	$2.84	62,849	$2.97
Men	1,077,025	2.89	102,607	2.74	201,309	2.83	521,147	3.04	63,123	2.88	54,658	3.08
Women	94,253	2.27	13,414	2.27	14,116	2.26	43,281	2.37	4,326	2.26	8,191	2.23
Size of Community:												
Metropolitan areas [5]	904,524	2.91	83,240	2.75	167,767	2.83	443,650	3.05	47,405	3.03	60,611	3.00
Nonmetropolitan areas	266,754	2.58	32,781	2.53	47,658	2.68	120,778	2.74	20,044	2.41	.....	.....
Size of establishment:												
Less than 100 workers	241,524	2.74	23,236	2.56	43,400	2.60	107,233	2.94	10,660	2.56	21,635	3.08
100–499 workers	312,990	2.65	25,178	2.57	53,072	2.66	144,955	2.78	20,778	2.42	22,999	2.95
500–999 workers	163,836	2.80	18,179	2.72	28,813	2.83	77,404	2.92	5,080	2.85	7,502	2.97
1,000 workers or more	452,928	3.03	49,428	2.80	90,140	2.96	234,836	3.16	30,922	3.23	10,713	2.82
Labor-management contract status:												
Establishments with—												
Majority covered	786,864	2.96	71,465	2.76	149,301	2.85	421,124	3.07	54,668	2.99	29,254	3.19
None or minority covered	384,414	2.58	44,556	2.58	66,124	2.66	143,304	2.72	12,781	2.22	33,595	2.79
SELECTED INDUSTRY GROUPS												
Engines and turbines	66,017	3.04	.....	.....	.....	.....	37,341	2.99	.....	.....	.....	.....
Farm machinery	100,259	2.97	.....	.....	.....	.....	51,204	3.09	29,889	3.04	.....	.....
Construction, mining, and materials handling machinery	193,725	2.87	.....	.....	21,908	2.78	107,170	2.99	9,304	2.75	12,042	3.23
Metalworking machinery	225,091	2.99	32,461	2.72	35,596	2.89	131,958	3.15	4,589	2.63	7,538	3.09
Special industry machinery	125,728	2.71	24,151	2.68	33,016	2.80	33,659	2.93	.....	.....	7,978	3.16
General industrial machinery	180,281	2.78	25,811	2.62	43,988	2.81	83,793	2.89	.....	.....	6,457	2.94
Office and computing machines	95,366	2.78	13,300	2.49	24,444	2.71	34,546	3.08	.....	.....	13,155	2.66
Service industry machines	82,060	2.59	.....	.....	.....	.....	33,801	2.73	6,112	2.73	.....	.....

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

[2] The regions used in this study include: *New England*—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; *Middle Atlantic*—New Jersey, New York, and Pennsylvania; *Border States*—Delaware, District of Columbia, Kentucky, Maryland, Virginia, and West Virginia; *Southeast*—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee; *Southwest*—Arkansas, Louisiana, Oklahoma, and Texas; *Great Lakes*—Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin; *Middle West*—Iowa, Kansas, Missouri, Nebraska, North Dakota, and South Dakota; *Mountain*—Arizona, Colorado, Idaho, Montana, New Mexico, Utah, and Wyoming; and *Pacific*—California, Nevada, Oregon, and Washington. Separate information for the Border States, Southeast, Southwest, and Mountain regions will be provided in the forthcoming report on this study. Alaska and Hawaii were not included in the study.

[3] Includes data for the following regions in addition to those shown separately: Border States (average hourly earnings, $2.69), Southeast ($2.14), Southwest ($2.43), and Mountain ($2.61).

[4] Includes data for establishments classified in the miscellaneous machinery (except electrical) manufacturing industry group, in addition to those shown separately.

[5] See text footnote 3.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

erators in Detroit plants manufacturing machine-tool accessories and measuring devices ranged from $2.60 an hour to more than $4.40. Most of these workers were paid on a time basis.

Wage Trends

Information on wage trends is based on occupational earnings data [4] in the 21 areas that have been surveyed regularly since 1945. Average hourly earnings of production workers in all of these areas combined increased 3.9 percent between April–June 1965 and mid-1966. This increase was substantially larger than the increases in any of the 5 preceding years.

[4] Ten men's jobs common to all areas were used in this computation. Appendix A of the forthcoming bulletin includes a description of the method of computation.

TABLE 2. AVERAGE STRAIGHT-TIME HOURLY EARNINGS [1] OF MEN IN SELECTED OCCUPATIONS [2] IN NONELECTRICAL MACHINERY MANUFACTURING ESTABLISHMENTS, UNITED STATES, SELECTED REGIONS,[3] AND INDUSTRY GROUPS, MID-1966

Region and industry group	Assemblers			Electricians maintenance	Laborers, material handling	Machine tool operators, production			Machinists, production	Punch press operators		Tool and diemakers		Welders, hand	
	Class A	Class B	Class C			Class A	Class B	Class C		Class A	Class B	Jobbing	Other than jobbing	Class A	Class B
ALL INDUSTRY GROUPS [4]															
United States: [5]															
Number of workers	39,535	44,120	25,451	5,780	22,893	110,084	74,886	41,538	9,337	5,596	9,014	22,845	12,465	29,719	18,226
Average hourly earnings [1]	$3.10	$2.78	$2.44	$3.28	$2.37	$3.22	$2.86	$2.44	$3.28	$2.95	$2.47	$3.74	$3.59	$3.12	$2.65
New England	2.98	2.67	2.37	3.25	2.34	3.06	2.73	2.48	3.05	2.79	2.69	3.28	3.38	2.95	2.54
Middle Atlantic	3.04	2.64	2.22	3.22	2.35	3.10	2.82	2.31	3.17	2.49	2.35	3.53	3.50	3.10	2.78
Great Lakes	3.18	2.95	2.64	3.31	2.53	3.31	2.99	2.63	3.53	3.16	2.64	3.93	3.68	3.18	2.85
Middle West	3.27	2.75	2.52	3.54	2.43	3.39	2.78	2.22	3.49	3.17	2.30	3.70	3.68	3.17	2.44
Pacific	3.25	2.79	2.43	3.63	2.53	3.47	3.01	2.56	3.63	2.74	2.24	3.86	3.85	3.43	2.91
SELECTED INDUSTRY GROUPS															
Engines and turbines:															
United States [5]	3.15	3.10	3.03	3.50	2.56	3.18	3.04	2.93	3.19	.....	3.54	.....	3.83	3.20	3.08
Great Lakes	3.19	3.15	2.98	3.45	2.47	3.16	3.06	2.87	.....	.....	3.24	.....	3.63	3.19	3.21
Farm machinery:															
United States [5]	3.46	3.05	2.49	3.76	2.42	3.66	3.07	2.45	.....	3.24	2.54	.....	3.75	3.33	2.60
Great Lakes	3.69	3.19	2.61	3.76	2.45	3.55	3.21	2.74	.....	3.35	2.80	.....	3.77	3.38	3.03
Middle West	3.44	2.91	2.65	3.82	2.52	3.79	2.99	2.22	.....	3.23	2.17	.....	3.94	3.35	2.33
Construction, mining, and materials handling machinery:															
United States [5]	3.05	2.75	2.41	3.36	2.41	3.14	2.80	2.40	3.26	2.82	2.43	.....	3.56	3.08	2.68
Middle Atlantic	2.94	2.70	2.16	3.25	2.42	2.94	2.76	2.31	.....	2.46	2.54	.....	3.51	2.87	2.63
Southwest	2.73	2.49	2.18	3.11	1.94	2.92	2.56	2.12	3.15	2.54	2.05	.....	3.30	2.86	2.48
Great Lakes	3.13	2.56	2.51	3.53	2.72	3.24	2.98	2.67	3.24	2.94	2.53	.....	3.66	3.17	2.85
Middle West	3.00	2.60	2.56	3.21	2.39	2.98	2.70	2.37	.....	2.92	2.47	.....	3.35	2.95	2.77
Pacific	3.31	3.04	2.75	3.43	2.78	3.39	3.03	2.74	3.55	.....	3.08	.....	3.79	3.41	3.13
Metalworking machinery:															
United States [5]	3.32	2.94	2.51	3.34	2.44	3.33	2.84	2.43	3.33	2.69	2.22	3.76	3.56	3.28	2.80
New England	3.06	2.77	2.33	3.19	2.26	3.13	2.70	2.22	3.10	2.55	2.15	3.28	3.19	3.12	2.62
Middle Atlantic	3.27	2.96	2.66	3.19	2.28	3.22	2.80	2.35	2.97	2.20	1.75	3.55	3.42	3.11	2.76
Great Lakes	3.39	3.02	2.63	3.43	2.57	3.45	2.97	2.63	3.68	2.70	2.37	3.94	3.68	3.34	2.90
Middle West	.....	2.45	.....	.....	2.23	2.82	2.55	2.10	3.06	2.75	2.50	3.76	3.23	2.83	.....
Pacific	3.45	.....	2.52	.....	2.37	3.50	2.77	2.14	3.70	3.28	2.46	3.86	3.86	.....	2.98
Special industry machinery:															
United States [5]	3.08	2.62	2.22	3.07	2.27	3.10	2.66	2.25	3.05	2.55	2.25	3.38	3.34	3.02	2.45
New England	3.02	2.77	2.19	3.07	2.32	3.00	2.68	2.57	2.95	2.97	2.55	.....	3.14	2.85	2.64
Middle Atlantic	3.10	2.62	2.42	3.10	2.44	3.10	2.69	2.32	2.95	2.29	2.25	3.35	3.32	3.06	2.41
Southeast	2.60	2.09	1.69	2.54	1.62	2.43	2.06	1.66	2.61	2.24	1.81	.....	2.83	2.56	2.13
Great Lakes	3.09	2.72	2.42	3.29	2.48	3.26	2.86	2.60	3.80	2.97	2.85	.....	3.54	3.10	2.66
Pacific	3.34	2.93	2.51	.....	.....	3.38	2.91	2.82	3.58	.....	.....	.....	3.75	3.48	3.05
General industrial machinery:															
United States [5]	3.01	2.65	2.48	3.32	2.36	3.16	2.91	2.48	3.23	2.75	2.61	.....	3.50	3.14	2.73
New England	2.88	2.62	2.63	3.37	2.31	2.94	2.79	2.57	.....	2.67	2.71	.....	3.47	3.12	2.73
Middle Atlantic	3.11	2.73	2.42	3.26	2.39	3.07	2.98	2.48	3.36	2.65	2.70	.....	3.53	3.15	2.74
Great Lakes	2.99	2.67	2.57	3.39	2.45	3.24	2.98	2.65	3.34	2.81	2.57	.....	3.56	3.08	2.74
Pacific	3.25	2.65	2.49	3.50	2.62	3.46	2.85	2.20	3.51	.....	.....	.....	3.47	3.52	.....
Office and computing machines:															
United States [5]	2.79	2.94	2.32	3.43	2.26	3.40	3.20	2.50	3.26	3.34	2.47	.....	3.79	3.25	2.78
New England	3.20	2.60	2.17	3.18	1.96	3.35	2.94	2.81	3.04	2.73	2.75	.....	3.23	.....	2.86
Middle Atlantic	2.87	2.38	2.15	3.06	2.18	3.11	2.69	2.25	3.24	2.87	2.10	.....	3.73	.....	2.89
Great Lakes	3.18	3.37	2.40	3.79	2.61	3.71	.....	2.49	.....	.....	2.52	.....	4.02	3.50	3.01
Pacific	2.73	2.33	.....	3.68	.....	3.38	2.72	.....	3.50	.....	.....	.....	4.10	3.50	.....
Service industry machines:															
United States [5]	2.71	2.47	2.46	3.27	2.22	2.98	2.67	2.96	3.19	2.74	2.53	.....	3.50	3.13	2.65
Great Lakes	2.70	2.58	2.81	3.34	2.52	3.05	2.85	3.10	.....	3.12	2.68	.....	3.57	3.11	2.88
Middle West	.....	2.62	2.48	3.68	2.46	.....	2.84	2.51	.....	2.90	2.60	.....	3.53	3.40	2.64

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

[2] The forthcoming bulletin will contain wage information for workers classified in a number of occupations not shown above, including operators of individual production machine tools, and separate data for women in selected occupations. Occupational classification was based on a uniform set of job descriptions designed to take account of variations in duties that may occur among individual establishments. These descriptions are available on request as long as the supply lasts.

[3] For definition of regions used in this study, see footnote 2, table 1.

[4] Includes data for establishments classified in the miscellaneous machinery (except electrical) manufacturing industry group in addition to those shown separately.

[5] Includes data for regions in addition to those shown separately.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Increases between the 1965 and 1966 surveys were largest in Houston (5.9 percent), followed by Minneapolis–St. Paul (5.2) and by the Los Angeles, Milwaukee, and Worcester areas (5.0). The only areas in which the rate of increase was less than 3 percent were Buffalo, Chicago, Philadelphia, and Portland. General wage changes usually account for much of the year-to-year movement in wages, although other factors such as labor turnover, incentive earnings, and changes in employment within establishments with different pay levels also affect the trends.

The average for tool and diemakers (other than jobbing) in all areas combined increased 4.4 percent, or 16 cents an hour, between the 1965 and 1966 surveys; the corresponding increase for material-handling laborers was 3.2 percent, or 7 cents an hour.

Establishment Practices

Approximately one-sixth of the production workers in the industry were paid under a variety of incentive wage systems.[5] As indicated below, the proportions of workers paid on an incentive basis varied by region and industry group:

United States and regions	*Percent of production workers paid under incentive wage systems*
United States	10-19
New England	25-29
Border States, Middle West	20-24
Middle Atlantic, Great Lakes, Southeast	10-19
Southwest, Mountain, Pacific	Less than 5
Selected industry groups	
Farm machinery and equipment	30-34
Office computing and accounting machines	25-29
Engines and turbines	20-24
General industrial machinery and equipment; service industry machines	15-19
Construction, mining, and materials handling machinery and equipment; metalworking machinery and equipment; special industry machinery except metalworking	10-14

Work schedules of 40 hours a week were in effect in establishments employing nearly three-fifths of the industry's production work force; almost all others were scheduled to work more than 40 hours a week. One-half of the workers in New England and the Great Lakes region were in establishments having work schedules in excess of 40 hours a week; comparable proportions were a third in the Middle Atlantic region, a fourth in the Middle West, and a sixth in the Pacific.

Seven-eighths of the production workers were in establishments with formal provisions relating to pay for work on late shifts. Only about one-fourth, however, were actually employed on such shifts at the time of the study. All but a small proportion of those on late shifts received premium pay, usually uniform cents-per-hour above day shift rates.

Paid holidays, usually from 6 to 9 days annually, were provided by almost all establishments.

Provisions for paid vacations after qualifying periods of service were almost universal. The large majority of the workers were in establishments providing 1 week after 1 year of service, 2 weeks after 5 years, and 3 weeks or more after 15 years. One-half were in plants providing at least 4 weeks after 25 years of service.

Life, hospitalization, and surgical insurance, for which employers paid at least part of the cost, were available to nearly all production workers. Medical insurance was provided to slightly less than seven-eighths of the workers; accidental death and dismemberment insurance to three-fourths; and sickness and accident insurance to four-fifths. Catastrophe insurance was available to half, and retirement pensions to about three-fourths. These benefits were usually financed entirely by the employer.

Establishments having formal apprenticeship programs registered with the State or Federal Government accounted for slightly more than one-third of the production and related workers covered by the survey. The proportions ranged from nearly one-fifth in the Southeast and Southwest regions, to approximately two-fifths in the Border, Great Lakes, Middle West, and New England regions. Among the industry groups for which data were developed separately, the proportions of workers in establishments having formal apprenticeship programs ranged from about one-fourth in plants manufacturing special industry machinery to slightly more than one-half in those producing farm machinery and equipment.

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Division of Occupational Pay

[5] A detailed analysis of the various types of piecework and production bonus incentive systems studied separately will be presented in the forthcoming bulletin.

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Foreign Labor Briefs*

THE FOREIGN LABOR SCENE was affected by three political developments of significance during May. Communist China used leftist trade unions in the British Crown Colony of Hong Kong to foment riots in support of the Maoist line, creating disruptions similar to those in the Portuguese possession of Macao, a month earlier. Following the coup d'état in Greece, the International Confederation of Free Trade Unions protested that the new military regime had deprived trade unions of the right to operate freely. In France, the major trade union federations mounted a 24-hour general strike as part of their protest against the Government's request for temporary emergency powers said to be needed for adapting the French economy to increasing competition from other Common Market countries.

Other notable developments affecting labor welfare in various parts of the world are recounted below.

Germany

Wages. As unemployment edged upward, reaching the level of 2.7 percent of the labor force in April (compared with 0.6 percent a year earlier), the unions became amenable to wage restraints and, generally, framed wage demands within unofficial limits suggested by the Government. But they continued to be wary of any attempt by the Government to impose formal wage guidelines that might become a regular feature of collective bargaining. Economics Minister Karl Schiller, a Social Democrat, assured union leaders that he had no such plans.

Wage increases obtained during the first quarter of 1967 averaged only 3.6 percent—well below last year's levels. Some research institutes are predicting a "negative wage drift" for 1967, with actual earnings lagging behind negotiated wage rates—a phenomenon that would be unique in postwar Germany.

Codetermination. The law on codetermination in the mining, iron, and steel industries was amended to extend codetermination in several major industrial combines where, as a result of company diversification, coal and steel accounted for less than the proportion of the total sales volume (one-half) required for statutory coverage of the enterprise. The amendment extended the period of continuance of codetermination in such circumstances from 2 consecutive business years to 5. The Government acted in response to complaints from the trade unions, which had been concerned for some time about the threatened watering-down of codetermination in coal and steel industries as a result of the 2-year provision.

Somali Republic—*Scholarships*

A number of countries have announced education grants to the Somali Republic for the academic year 1967–68. The U.S.S.R. has offered 50 scholarships, 43 of which are for employees of the Ministries of Information, Industry and Commerce, Communications and Transportation, and Education. Czechoslovakia is giving two scholarships in telecommunications and agriculture and Bulgaria one in civil engineering. The Italian Government is adding 30 new grants in the fields of engineering, veterinary medicine, chemistry, mathematics, and education and will renew 70 others.

Indonesia—*Government Employment*

Heads of Government departments and State enterprises were instructed to identify excess workers and either transfer them to departments or enterprises where they may be needed or seek jobs for them in the private sector. Those for whom jobs cannot be found are to be placed on inactive status with pay for periods ranging from 6 months to 2 years. Three groups—reemployed pensioners, employees 55 years of age and over, and chronic absentees—are to be discharged without benefit of inactive status. Employees discharged for age considerations will receive their full salary for 6 months plus any long-service leave payments to

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